



**NINTH
ALL INDIA
CONFERENCE**

BMS



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**21 - 22 February, 1991
VADODARA, GUJARAT STATE**



Shri D.B. Thengadi, delivering the inaugural address



*Delegates attending Ninth All India Conference of
BMS at Vadodra*

NINTH ALL INDIA CONFERENCE

-A REPORT



BHARATIYA MAZDOOR SANGH

**NINTH ALL INDIA CONFERENCE
-- A R E P O R T**

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NINTH ALL INDIA CONFERENCE - 1991

Bharatiya Mazdoor Sangh (BMS), started in 1955, held its ninth All India Conference in 1991. In more than one sense it had its own uniqueness. As per schedule, this should have been held in 1990 and actually it was to be held in Ahmedabad (Karnavati) the capital of Gujarat State in that year in the month of October. But India witnessed an unprecedented national upheaval at that time. This agitation for the construction of Ram Temple at Ayodhya, the birth place of Ram, reached its highest pitch at the end of that month. Atmosphere was so much surcharged that it would not have been possible to hold the conference as scheduled.

So a decision was taken to postpone it to February, 1991 and the venue was also changed to Vadodara (Baroda) in the same state.

Delegate number was restricted to around a modest one thousand, exhibitionist programmes of a grand inauguration at the hands of an eminent guest, colourful procession of delegates with local members also participating and so on were given a go by and the conference itself was converted into business-like sessions. Instead of three days duration it was confined to two days.

INAUGURAL SESSION

One of the earliest workers of BMS, Shri Raman G.Shah, opened the conference symbolically by lighting the lamp in a traditional way. He also garlanded the portraits of Vishwakarma and N.M. Lokhande, a pioneer of the Indian Trade Union movement. Earlier the then President Shri Rambhau Joshi unfurled the organisation's saffron flag with its popular logo of folded fist with a prominent opposable thumb, a wheel and a sheaf of corn each depicting the importance of working hand which can hold any industrial tool or agricultural instrument because of the peculiar manoeuvreable thumb, possessed only by the human species and the complimentary roles of industry and agriculture in the life of this universe.

As the leaders occupied their seats on the simple but solemn

dias, the Shramik Geet (Workers' song) was sung by all the delegates in chorus.

Shri Keshavbhai Thakkar, President, Gujarat Pradesh unit of BMS, which was hosting the conference welcomed the delegates. He recalled the role played by the people of Gujarat in the early days of the trade union movement. Mahatma Gandhi had experimented his concepts of trade union through Majoor Mahajan. Women like Anusuyaben were in the forefront of the movement, he said.

Smt. Shyama Shah recited melodiously the verses composed by that great saint of Gujarat, Narsi Mehta "Vaishnava Janato Tene Kahiye.....", a song of Mahatma Gandhiji's liking. With singing of this song, the atmosphere in the pandal, Manhar Nagar, named after the late president Shri Manharbhai Mehta who had met a tragic end a few months ago, turned serene.

INAUGURAL SPEECH

Shri Dattopant Thengadi, founder of BMS, the respected fatherly figure for every one gathered at the venue, delivered his inaugural speech. He was heard with rapt attention, of course, interspersed with repeated applause. In his thought provoking address, referring to the worsening economy he said:

BMS should lead the second war of Independence against Economic Slavery as the multi-nationals were tightening their grip on our economy with the connivance of the Government, which he said, is directly under their influence and is now going in for I.M.F. loans that would further worsen the economic situation.

Criticising the unstable nature of the Government at the Centre, he said that the bureaucrats are growing powerful day by day and are taking advantage of this situation in projecting their pro-capitalist policies. BMS does not believe that problems could be solved by simply changing the Government. Describing the totalitarian communist system out of date and dangerous, he suggested creation of alternate "power centres", comprising workers' unions, student organisations and of professionals to check undemocratic and unhealthy activities of the Government. This can rightly act as a Dharma Danda over Raj Dharma, he said.

There was a time when one third of the world was dominated by communism. That it would collapse on account of its own internal contradictions, was a foregone conclusion. Now its fall is there for every body to see.

He referred to the recent 12th World Trade Union Congress, held in Moscow, in which 1,079 delegates from nearly 486 trade unions of 132 countries participated. BMS was one of them. The congress overwhelmingly approved to convert the World Federation of Trade Unions (WFTU) as a non-political Trade Union.

Shri Thengadi recalled in this context that it was BMS which had been giving the call for non-political trade-unionism since its inception, while others were criticising it for its stand. But many of the trade unionists, have lately come to realise the truth propounded by BMS.

Similarly, in the matter of patterns of industrial ownership, the communists say that there can be only two types of ownership whereas BMS has always been saying that there can be many forms of industrial ownership, including the ownership in the self-employed sector-Vishwakarma Sector. It is for this reason that BMS has been demanding a national policy on industrial ownership. The communists have also opposed the BMS concept of labourisation in industries by saying that it is devised to block the way for nationalisation of industries.

BMS, Shri Thengadi said, is for a change in the present parliamentary system of government, which is copied and based on the British Westminster model. BMS demands that the change should incorporate both territorial and functional representation in parliament.

Thengadiji recalled the days when BMS was in its cradle and its workers were victimised. From the very beginning, BMS kept itself away from the Samanyavadi and Sangharshavadi, paths of compromise and conflict and believed in "responsive co-operation" with the Government, irrespective of any political party in power. This was ridiculed by others. Today, BMS has risen to occupy the second place amongst the recognised national trade unions in the country.

He said that today the nation is celebrating the birth anniversary of Dr. Ambedkar, death anniversary of Mahatma Phule and

the centenary year of the Indian Trade Union movement first started by Shri Narayan M. Lokhande. This confluence depicts great power and raises great expectations too.

The period after our last Bangalore conference saw the passing away of important BMS leaders like its national president, Shri Manharbhai Mehta, Advocate, Shri Balasaheb Sathaye, Organising Secretary, and President Akhil Bharatiya Vidyut Mazdoor Sangh; Shri Banarasi Singh Azad and Shri Shivabaran Singh Parmar, President and General Secretary of Akhil Bharatiya Khadan Mazdoor Sangh respectively; and Shri Brahma Sagar Dogra, General Secretary of National Insurance Workers. In spite of these great shocks BMS, being a dynamic & live organisation has absorbed these shocks and maintained its progress.

He expressed satisfaction at the qualitative development of BMS, which has been possible due to the patience, study and quality of the Karyakartas. BMS, he said, believes in collective leadership and does not entertain any institutional ego, because it thinks of the national interest as of foremost importance. Others say that it is only in BMS that second and third line of leadership is existing. Concluding he cautioned that the country is passing through extraordinary situation which demands extraordinary sacrifices. Let us rise to the occasion, he exhorted.

PRESIDENTIAL ADDRESS

The second session on the forenoon of the first day was confined to the address of the president and submission of General Secretary's report.

Shri Rambhau Joshi, president of BMS, who chaired the conference, in his address regretted that industrialists are competing to declare their units sick, instead of utilising more of their installed capacity. On the whole, two lakh seventeen thousand four hundred and thirty seven units, big, medium and small, have turned sick. A Reserve Bank survey analysing the causes for sickness had found that 98% of the reasons for the trend are mismanagement, non-investment of funds in an approved manner, paucity of raw materials, non supply of coal and electricity in time, wrong planning etc. and only 2% cases came under the head of industrial strife.

In this context, workers are blamed for nothing, whereas the

chaos in the economic situation is mostly due to the defective planning process carried on from the days of Pt. Nehru's regime by giving preference to heavy capital-intensive industries in a predominantly rural-based economy like ours.

DEVOTE TIME FOR UNORGANISED WORKERS

Shri Joshi, further said that there are about 12 crore of unorganised labour who continue to be the targets of exploitation. Employers simply do not implement any laws passed in their favour. They are not covered by the public distribution system and are debarred from even housing and drinking water facilities. He appealed to all BMS workers to set apart at least 20 days in a year for the cause of unorganised labour. This year, before or after Deepavali, according to convenience, district conferences of unorganised workers should be held and demonstrations organised before the offices of district collectors or commissioners. The current year will be projected as the "year of the unorganised labour".

LABOURISATION OF INDUSTRIES

He also highlighted how many industrialists run their industries by taking loans from the Government or financial institutions with very little of their own capital investment. For example, the Tatas, Birlas, Mafatlals, Singhania, Thapars, Shriram group and Goenkas have invested only 0.36%, 0.18%, 0.99%, 0.65%, 0.16%, 0.14% and 0.25% respectively of their own in the total investments. As public money involved in these industries is large and the contribution of labour force is significant, the call for labourisation in this context seems adequately justified.

Computers, new technology and modernisation are displacing labour force to an alarming extent. From 1981 to 1984 the Banking Sector absorbed 30 to 50 thousand new employees annually whereas after 1984 it has absorbed 800 to 1,000 only. New and novel machines bought by Coal India Ltd. (CIL) are lying idle, amounting to misuse of public money. In this context, it is necessary that there should be investigation about the effects of computerisation and modernisation in the Railways, Banks, LIC, Public undertakings and other big industries. The results of such investigations should be made public, he concluded.

REPORT OF ORGANISATIONAL ACTIVITIES

Shri G. Prabhakar, General Secretary presented the report to the delegates.

At the outset he paid homage to the two stalwarts of BMS: President, Manharbhai Mehta and Organising Secretary, Bala-saheb Sathaye, who had passed away in the interregnum. He also condoled the death of other activists.

The report reviewed the international situation and the rapid changes taking place in the Soviet Union, East European Countries, the end of the Cold War etc. Reformation that had come over the WFTU and the Soviet Trade Union which had declared themselves to be non-political and independent was described in the report as "a welcome change".

It also highlighted the regional conflicts that had taken the place of the cold war.

A quick review of the national condition highlighted the problems of terrorism and the spread of trigger-happy gun culture. Report described the country's economy as in shambles with a debt burden of over one hundred thousand crores of rupees, rising inflation and prices.

ORGANISATIONAL EXPANSION

The resolve of the Bangalore conference for organisational expansion had seen the starting of the work in states such as Goa, Arunachal Pradesh, Tripura, Manipur, and in Textile industry in Tamil Nadu, in Public sector units in Haryana, Tamil Nadu etc. He also revealed that contacts have been established in Andaman and Nicobar islands and assured that before long BMS unit would be set up there. Describing the growth in statistical terms he said that organisational work had extended to 25 states with over 2700 affiliated unions and 39 lakh membership.

On the agitational side the report referred to the Demands Day observed at 175 centres "on our own", and Mass demonstrations held before the state legislatures in Bengal, Punjab, U.P., Rajasthan, A.P., Bihar etc.

In the unorganised sector the work had spread among mini

Bank Workers in Haryana and Brick Kiln Workers around Delhi. Agricultural workers unions were functioning in 12 states.

Educational activities were carried out throughout the country. Two camps for full time workers and two workshops on safety held in Delhi and Bombay were the highlights of this aspect. BMS was the only Trade Union to utilise the services of Shri Maharshi Mehta, a safety specialist of USA.

Mahila Vibhag activities included an ILO sponsored workshop held in Hyderabad, on the proposed protocol to the convention on Night work by women, and agitation by Anganwadi workers of Orissa, and Haryana.

The report also highlighted the non-formal, constructive, service activities undertaken by the BMS unions in various parts of the country. Rehabilitation of bonded workers freed and the welfare fund of electricity workers in Maharashtra were a few of the examples.

The report also referred to the role of BMS vis a vis other trade unions on the bipartite committee constituted by the Government to suggest changes in the labour laws. BMS relations with ILO, membership verification of Central Trade Unions, the question of trade union unity, publications brought out, part played by BMS in NCC and so on were also reviewed.

The report described the state units of BMS and Industrial Federations as warp and weft of a cloth and hence should always work in unison as supplementary and complementary to each other.

The national fervour roused among the common people by the Temple agitation in Ayodhya was described as a national sentiment.

General Secretary envisaged the coming days as an era of responsibility and called upon the BMS workers to accept the challenge. He also called upon them to develop specialisation in various parts of Trade Union activity to increase their competence and knowledge.

He also expected them to devote some time for improving the living conditions of the unorganised labour.

In the post lunch session, the General Secretary's report was discussed. A number of amendments and suggestions came forth mostly for adding certain developments which did not find place in the report. These were accepted by the General Secretary for inclusion. There upon the report was unanimously adopted.

FINANCE SECRETARY'S REPORT

Shri Ramanbhai Shah, the Finance Secretary, placed before the house audited statement of accounts for the calender years 1987, 1988 and 1989. The first two years showed an excess of expenditure over income whereas 1989 had turned into a surplus in income. He called for further improving the financial position. Though the year 1990 had ended just less than two months ago, the finance secretary sprang a pleasant surprise by placing the accounts for 1990 also. The delegates appreciated this promptness.

The accounts were passed unanimously.

RESOLUTIONS

In the next session Resolutions were taken up one by one. President moved the condolence resolution. Two minutes silence was observed as a mark of respect to the departed.

Resolution on price rise was moved by Shri. R.B. Moitra. The one on sickness in industry was moved by Shri B.N. Rai. After due seconding and discussion the resolutions were adopted with suitable modifications. The texts of the resolutions as adopted are given as an annexure.

GUEST EVENING

The evening of the first day was termed as guest evening programme for which BMS had invited the other national trade union centres to send their representatives or messages. The INTUC, HMS and AITUC were represented by their nominees who delivered messages on behalf of their organisations. Others regretted their inability to attend and sent telegrams or letters wishing success to the conference.

INTUC was represented by its Vice-President Shri Sanjiva Reddy, who because of his other pressing engagements delivered

his organisation's message in the session immediately after lunch. Shri Reddy emphasised in his message that it was time all Trade Unions concentrated to organise the overwhelming 20 crores of workers in the unorganised sector. He hoped that BMS would give a lead in giving a better turn to the Trade Union movement. He presented a *memento* to BMS on behalf of INTUC.

AITUC was represented by veteran Shri Bhalachandra Trivedi who called for trade union unity in the national interest. Shri G.M. Thakkar, representing HMS said that for safeguarding National Unity and integration, HMS would wholeheartedly support any action.

Earlier Shri Pyaralal Beri, read messages that had been received from within the country and from abroad.

Messages received from overseas trade unions included those from ILO, WFTU, USA, Japan, France, Italy, Malaysia, Mauritius, Pakistan, Sweden, Great Britain, Yugoslavia, Srilanka, Singapore, Hungary, China and some others.

Shri Dattopant Thengadi thanked all the organisations who sent their messages of good will through their representatives or by cable or letter.

The post dinner session on the first day was devoted to industrywise group meetings.

THE SECOND DAY

The second day's morning session began at 8.30 a.m. The two remaining resolutions were taken up and adopted after discussion.

Apart from the resolutions there were two papers for discussion (1) On National Commitment and (2) On organising the unorganised. There was lively and useful discussion on these issues. Various programmes to be taken up in 1991 which was to be observed as the year of the unorganised were worked out on the basis of the discussion.

Shri Prabhakar, narrated his experiences about the changes overtaken in the WFTU and Soviet Trade Union which were brought home during his visit to XII World Trade Union Congress at MOSCOW, held from 13 to 20 November, 1990.

Second session was devoted to organisational matters. Shri Om prakash Aghi, the Organising Secretary, monitored the discussions and wound up the debate.

A number of personalities from the RSS and its family organisations were the guests of honour in the pre-lunch session. Shri Natvar Singh of RSS addressed the delegates.

In the post lunch session the new office bearers for the karya-Samiti were elected. Election was conducted by Shri Dhan Prakashji. A panel of office bearers was proposed by Shri G. Prabhakar and seconded by Shri O.P. Aghi, As no other names were proposed, it was declared as accepted unanimously.

Following were the office bearers elected unanimously:

President	:	Sarvashri Ramanbhai G. Shah (Bombay)
Vice President	:	Rambhau D. Joshi (Indore) Allampalli Venkatram (Bangalore) Amaldar Singh (Jaunpur) Triambak Rao Jumde (Nagpur)
General Secretary	:	Raj Krishna Bhakt (New Delhi)
Secretaries	:	Ram Prakash Mishra (New Delhi) W.S. Mitkari (Nagpur) Prem Nath Sharma (New Delhi) Rash Behari Moitra (Calcutta) Pyaralal Beri (Shimla) Someshwar Chandrayan (Nagpur) Mukundrao Gore (Pune) Girish Awasthi (Kanpur)
Finance Secretary	:	Hasubhai Dave (Rajkot)

CALL FOR COLLECTIVE LEADERSHIP

Immediately after the declaration of the election of office bearers, Shri Ramanbhai Shah, the new President thanked all the delegates for restoring confidence in him and remarked that in BMS, there was no personal glorification of any one. It is the collective leadership that runs the organisation and everyone was equally important and all have to discharge their responsibilities sincerely and honestly, he said.

The last programme was the valedictory address by Shri Datopant Thengadi.

CRITICAL TIMES

In the concluding session, on Feb. 22, Shri Thengadi said that the nation is experiencing the most critical period in its history. He called upon the workers to take up this challenge and conduct "operation salvage" to bail out the country from this "crucial phase of its history". He cautioned that leaders today are busy thinking of who should be the next P.M. They have no time or interest to think about the nation. Hence, the workers should themselves take up this responsibility.

Thengadiji said that since 1947 no leader sincerely thought about the nation. Had it been so, we could have achieved more than what Germany, Japan and Israel have done because we have the third biggest scientific community of the world only next to USA and USSR.

In a fervent appeal to the BMS activists he said Mother India was expecting lot of things from us. Let us not fail her. Let each one of us do his or her best to bring back glory to our land. Otherwise, posterity will surely blame us for dereliction of duty.

Let us give more time for the cause of BMS-if possible let us devote full time at least for a limited period. In Burma there was a practice that even a prime minister would adopt sanyas for two weeks. That was a good system. Let more and more of us give as much full time service to the cause of the workers as possible, because times ahead are going to be really turbulent. Let this be the call of this conference.

The conference ended with full throated slogans of Bharat Mata Ki Jai, and BMS Amar Rahe.

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RESOLUTIONS

(adopted by the ninth conference of BMS 1991)

1. ON PRICE RISE

There is alarming price rise under which the common man is being crushed. The latest consumer price index number for December 1990 is 199 (1982=100). The cumulative effect of the wrong, short sighted, populist policies adopted by the successive Governments are mainly to be blamed for the present crisis. The excuse of the Gulf War, which has no doubt aggravated this malady to an extent, is being used by the Government to adopt policies beneficial to the capitalists.

During the year 1990 several factors have contributed to make people's living a costly one.

On the production front the rate of increase in power generation, coal and manufactured goods have registered a decline or have shown a tendency of stagnation.

To add to this factor the budgetary deficit has enormously increased. It is feared that the current year's deficit estimated at the time to be little over Rs. 7000 crores may get doubled to around Rs. 14000 crores.

There is a dangerous decline in the foreign exchange reserve which has reached a low ebb of a little over Rs. 3000 crores. Foreign trade deficit for the period April-November, 1990 has increased to over Rs. 7000 crores from Rs. 4500 crores in November, 1989. This is because imports have outgrown exports.

As if this is not enough our debts have also increased alarmingly. India is the third largest debtor, next only to Mexico and Brazil. Our external debt burden has been estimated at nearly Rs. 118,000 crores by the World Bank for the year 1989, and the interest is estimated to the tune of Rs. 30,000 crores every year, which is almost half of the gross national income. Consequently the developmental programmes, are affected adversely. Therefore the existing loan should be repaid immediately and no further loan should be taken. But now the present Government has negotiated a further hefty loan from IMF.

The Gulf War is the proverbial last straw. No sooner did the news of war break out than the prices of essential commodities of daily life escalated. The common man's 'atta' became dearer by 25%. Edible oil is anything above Rs. 45 a kg. Dal has become out of reach for the common man. Due to hike in petroleum prices transport has become costly. Prices of even vegetables, grown locally, have shot up.

Amidst all these disheartening reports there is one thing which gives solace, that is, agricultural produce has shown substantial growth from 170.5 million tonnes of last year to an estimated 180 million tonnes for this year. In spite of this, food prices have increased. It is a pointer to the fact that the cause cannot be a natural one but a man made one.

In view of the Gulf War the economic situation has added dimensions, which require prime attention, whether we like it or not. Some of such considerations are :

- * There is imminent need for saving oil and other fuel.
- * Production of Power and coal has to be augmented.
- * Government has to cut down not only wasteful and unproductive expenditure but also take measures to curb expenses that are avoidable.
- * Necessity to increase the revenue and especially conserve precious foreign exchange, is great.

The people of India including the workers and the poor have always stood by the government in times of crisis like war. It may be recalled that in 1965, during war with Pakistan, the call given by the then Prime Minister, Lal Bahadur Shastri, to "miss a meal a week" evoked a tremendous response from the people.

Even today the workers and people will not fail the government. But the appeal of the government should have a ring of sincerity in it, and it should set an inspiring example. All its actions should be honest and look to be so.

So let the government set the example by saving oil, stopping all wasteful and extravagant State expenditure and avoidable spending. Even after this, if it feels the necessity of raising further resources, let it not put such levies as would hit the poor and the common man, but collect the additional revenue from the affluent section of the population. Let it collect tax arrears from the rich and

improve its tax collection machinery to garner more revenue. Unnecessary imports should be drastically cut to preserve foreign exchange.

On the Price front this B.M.S. conference demands :

1. Swift and effective action to bring down price of essential commodities of day to day use.
2. Streamlining and enlarging the public distribution system under watchful eyes of citizens' committees formed of the honest people with social commitment.
3. Taking drastic action against such traders, businessmen and industrialists who indulge in profiteering, hoarding and duping the public and the State.
4. Taking severe action against anti-social elements.
5. Allowing the daily wage earners to purchase the commodities of their necessities from fair price shops in small quantities according to their requirements.
6. Settling the long pending question of D.A. rate of the workers.
7. Revising the minimum wages of the workers in the unorganised sector, including agricultural workers and linking it with consumer price index.
8. Taking action to control the prices and curbing the practice of fixing the sale price far in excess of the cost price of the product. Producers and manufacturers of consumer goods should be compelled to declare their cost of production.

This conference exhorts all parties to the Industrial relations to co-operate in avoiding industrial strife and co-operate in keeping the flow of production and take active interest in the consumer protection movement to guard the price and quality of goods.

2. ON INDUSTRIAL SICKNESS

Industrial units falling sick has become, of late, a very common phenomenon in public, private & other sectors. As per the latest figures given on the floor of the Parliament, in reply to a question on 21st August, 1990, the number of sick units in the small scale sector was 2,17,436 as at the end of June, 1988. The medium and large sector accounted for 1,172. Out of these West Bengal topped the list with 22,738 in the small scale sector and Maharash-

tra with 255 units in the other sectors. The incidence of sick units in the medium and large sector in West Bengal was 163 units. The total outstanding in both the sectors together amounted to over 5,000 crores of rupees. Projections for the current year's sick enterprises in the large sector alone are put at 786 units with Rs. 3,923 crores of outstanding credit which is 30-40% higher than for 1989. Had this scarce resource gone to healthy units, it could have contributed to the growth of economy in terms of goods, income and employment.

The sickness in industry affects all. The workers lose their jobs, the Government its revenue, bank and financial institutions their money and the society at large prosperity, tranquility, progress and its health.

Reasons for sickness could be varied. Causes which are beyond the normal control of all concerned, improper project assessment or loss of market, shortage of critical materials etc. But in more than half the cases, it is the managements that are responsible, for mismanagement of industries has been the villain of piece.

Again this mismanagement could be due to ignorance, lack of training or deliberate. Unfortunately it is this last one, willful mismanagement with nefarious ulterior designs that seems to dominate at present. Industrial units become sick but seldom do we find the employers going broke on that account. They will be safely sailing in secure boats allowing the sick ones to sink, leaving the workers and others concerned to fend their way to safety. They are least bothered about the consequences of their unsocial designs.

Can this be allowed to go on ? Unless we willfully want our economy to be shattered, unless we turn a blind eye to the plunder of wealth of all of us by a few unscrupulous individuals and their tribe, we have to effectively put a stop to this.

Several spokespersons of the governments both at the Centre and the States when confronted with this question and called upon to take over sick units, have desparately said that the governments are not hospitals to tend the sick units. "No more take overs, no more nationalisation" has been a repeated declaration from official quarters.

The Chairman of the Board for Industrial and Financial Recon-

struction (BIFR) has lamented that unfortunately his Board has become a morgue where sick units are brought in the late stage when there is no hope of revival. He has even called for winding up of the Board.

The acute malady requires an equally drastic remedy.

Prevention is always better than cure, and therefore, effective preventive measures should be taken to avoid sickness. When that fails, strong curative measures should be adopted and persons responsible for making the units sick severely dealt with to deter others from committing such mistakes and to effectively prevent the rot.

The ninth All India Conference of B.M.S. suggests the following measures :-

1. As a preventive measure a system of efficiency audit and early warning audit should be introduced for industrial units to detect the red signal of sickness, sufficiently early. Some of the initial symptoms of sickness could be non-remittance of workers dues of EPF and ESI.
2. The steps that should be taken by all concerned, the employers, the bankers, the FIs etc., should be clearly worked out and strictly followed to put the units on sound finances. Viability of the new units should be properly assessed before funds are advanced.
3. The financial aid to be given to any enterprise should have some reasonable relation to the capital invested by the employer.
4. If the sick unit is found to be viable, after a thorough investigation by a competent authority and if the workers are willing to run the same on co-operative basis, such units should be taken over by the Government and handed over to the Workers' co-operative without burdening it with the responsibility for the past losses. The co-operative society should be given all normal and usual technical and financial assistance. If the circumstances warrant, all parties to this endeavour should be prepared for sacrifice of their interests for a limited period to enable the sick unit to stand on its legs.
5. In case the unit is not at all viable, alternate employment and/or Rehabilitation programmes should effectively and

promptly be adopted by government, the unit should be closed down, its assets should be disposed off and the workers legal dues should be paid on top priority basis. In case the proceeds from the assets is not sufficient to meet the workers' dues, any other property of the employers or persons responsible to run the unit should be attached or the arrears should be settled from the unutilised funds of EPF and ESI.

6. A "Welfare Fund" be created from the contribution of the employers which should be used for training and rehabilitating the workers thrown out of jobs on account of the closure or sickness of industrial units.
7. If even a prime facis case is made out that the employer has misapplied the fund, diverted the same to other enterprises in which he has interest, such employer and other persons responsible for this act should be prosecuted under law which should provide for a deterrent punishment.
8. Proper ammendments in concerned laws should be made to deal with the problems of sick units.

3. ON PATTERNS OF INDUSTRIAL OWNERSHIP

There was a time when the euphoria for nationalisation of Industries-better stated as takeover of industry by the Governmènt to run it, rode the high tide. It was considered that this would find solutions for all the ills of private ownership or capitalism. The dominating communist thoughts and ideas did not give any room for any other concept to emerge in our country.

But today communism is cast to the wayside by the very fatherland of that concept USSR which is rapidly transforming itself to privatisation and market economy. The whole of East Europe has dropped the communist label. Marxism is fast waning. Karl Marx's words seem to echo throughtout the world. He is reported to have said : "One thing is certain; I am not a Marxist".

With the downward trend of communist concepts there are few takers for the concept of nationalisation in the world market.

Apart from communist way or the capitalist way which are poles apart, there could be various other concepts of economy whether entirely new or permutations and combinations of various

aspects. Self-ownership, self-employment, workers' ownership, co-operatives, socialisation, common ownership, municipalisation, decentralisation and so on could be some of the other patterns of industrial ownerships. Some of these forms are dominating in different countries.

In India, unfortunately, we are still bogged-down in the now discarded and discredited concepts, refusing to think on new lines which could suit our talents, genius and genre.

From the beginning, BMS had been of the view that we should not have moribund attitude regarding ownership of enterprises. We should not put all industries in a straight jacket in this matter. Even within a country or for the matter within the same industry, different systems could co-exist. It is not as if the choice is limited to privatisation or nationalisation. There could be a basketful of patterns to choose from.

BMS considers that this is the opportune time to give deep thought on this matter. A controversy is raging in our country for and against nationalisation or privatisation. Government is in a mood to privatise its failing units while trade unions not only oppose this move but desire nationalisation of sick private units. Self contradictory decisions are taken to meet the immediate situations which cannot provide long term solutions to problems.

Incidentally some new patterns are also arising by the force of sheer necessity. The new Central Jute Mills in Budge. Budge is run by the workers for the last three years and employees of Kamani Tubes, Bombay have set an example by coming forward to shoulder the responsibility of managing their factory.

Experience has shown that one of the main reasons for the sickness or closure of industries is faulty planning in the matter of the different aspects of the industry, such as mismatching of the location in relation to raw material, market, or choice of wrong technology and so on. If proper care is taken of all this, before starting an industrial unit, many of the later problems could be avoided.

For the first time concept of workers' participation in management has been given a legal base to stand upon with introduction of "Participation of Workers in Management Bill" in Parliament. If properly accepted in true spirit by all concerned, it may usher in a new spirit of co-operation in Industrial Relations.

In this view of the matter, this 9th All India Conference of BMS, urges the Government to do the following :-

1. To appoint a National Commission to go into the question of and recommend different patterns of ownership of enterprises taking simultaneously into consideration the peculiar characteristics of each industry and the total requirement of national economy.
2. To appoint an expert panel on the selection, location, size and appropriate technology for the industry which will be in the best interest of the country.

It further calls upon the employers and trade unions to give up dogmatic approach in regard to such matters and co-operate in evolving a new era of mutual co-operation and trust and rising above the sectional interest to commit themselves to the overall interests of the nation, society and the people at large.

4. CALL OF CENTENARY YEAR OF TRADE UNIONS

This is the centenary year of Indian Trade Unions. In 1890 some specific steps were taken to unite the mill workers of Bombay. "Bombay Mill Hands Association" was established in this year. Though from the modern standards this is not considered as a trade union, there is no doubt that this factor influenced very much the emergence of trade unions in the coming years. Hence it would not be improper to consider this as an embryonic stage in the development of Indian Trade Unions.

To bring together workers and to project their feelings through a proper medium in those times was a very difficult task. Among those who dared to do this the name of Shri Narayan Lokhande, without doubt, stands foremost. Naturally, therefore, he is considered as the Father of the Indian Trade Unions.

The Ninth All India Conference of BMS, remembers him with utmost honour on this occasion and to commemorate and perpetuate his memory demands that :-

1. The Government of India issue a postal stamp in this centenary year of Indian Trade Unions, in memory of Shri N.M. Lokhande.
2. The State Government of Maharashtra and the Bombay

Municipal corporation, erect a befitting statue of Shri N.M. Lokhande at the Kamgar Maiden in Bombay.

Bharatiya Mazdoor Sangh is of the opinion that on this occasion of the centenary of Indian Trade Unions, the path covered by the Indian Trade Unions so far should be reviewed and by outlining the future course, the trade unions be modelled to alter with the changing times to make them more powerful and useful to face new challenges that they are facing to day and are likely to face in the coming time. For this purpose symposia, seminars should be arranged in this centenary year and the BMS cadres should take a leading role in such an activity.

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BHARATIYA MAZDOOR SANGH AN INTRODUCTION

1. The Bharatiya Mazdoor Sangh is the 2nd biggest Central Trade Union organisation of India.
2. At present it has ~~2871~~ 2871 affiliated unions with a membership of more than 41 lacs.
3. It was founded in 1955 by the learned economist Shri Dattopant Thengadi. He has dedicated his life to the service of the society. Started from zero in 1955 the BMS is now a well knit organisation in all the states and private and public sector industries.

BMS stands first among all the Central Trade Unions in J&K, Punjab, Himachal, U.P., Bihar and Rajasthan. Sangh also enjoys first position in several industries i.e. Electricity, P&T, Defence etc.

4. Several organisations of State & Central Govt. employees are also associated with the BMS.
5. Since 70% of our population is engaged in agriculture, BMS is organising agricultural and the tribal labour also. BMS is more active in this field for several years.

6. In India many unions are functioning simultaneously in one and the same establishments/factories. On this background the BMS has some special features of its own.

(a) It takes inspiration from India's age old culture and spiritual concepts. Naturally one of its basics is to build a structure of society which would promote the contribution of India to humanity.

(b) It believes that the whole humanity is one and different nations are only its different facets. It therefore, rejects the theory of 'Class struggle' of Marx. The fight of the BMS is not against any class but against injustice and exploitation.

(c) It believes in co-existence of nations and respects them and tries to promote brotherhood among them.

(d) It has a nationalist outlook and is therefore independent of party policies and not attached to any political party.

(e) It is a genuine trade union. It does not work only for the economic, but for total uplift of the workers.

(f) There can be several patterns of industrial ownership. Alongwith private and public ownership there can be workers partnership in their industries. It does not believe in violence and destruction, and adheres to this in all its struggles.

(g) Unity in diversity is the special feature of Indian Culture, accordingly it tries to unite different trade unions and participates in joint campaigns for solution of workers' problems

7. India's economic condition is bad causing great anxiety. So the workers have to face many problems, some of them are as under :

(a) The condition of the oldest industry 'Textile' employing a work force of 10 lakhs is fast deteriorating.

- (b) **Many small and big industries employing lakhs of workers have been closed.**
 - (c) **Due to competition with foreign capitalists and introduction of new technology, workers are being retrenched.**
 - (d) **The existing number of unemployed is 4 crores, it is increasing day by day.**
8. **The BMS encourages its workers to undertake social and constructive work along with day to day union work. Many activists are engaged in such works.**
 9. **Recently a society for the upliftment of workers in Education field has been registered.**
 10. **Although not affiliated to any international trade union confederation, BMS has relations with Central labour organisations of other countries.**

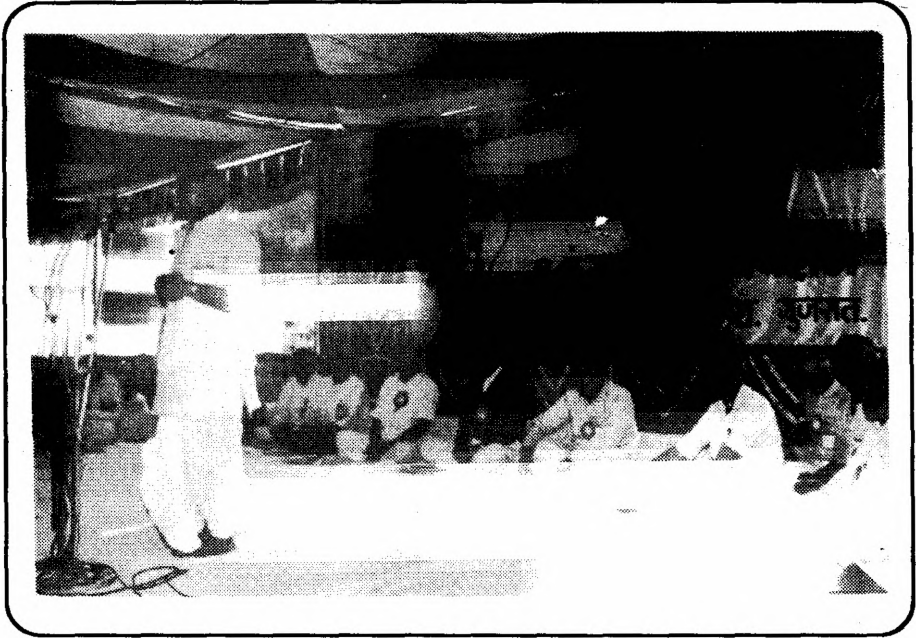
BMS representative takes part in the ILO session at Geneva for the last 6 years.

While functioning since 1955, it has given to the labour movement new slogans befitting its ideology.

- 1 **We will work in the interest of the country and will take full price for the work.**
- 2 **The sacrifice, Penance and martyrdom are identifications of BMS.**
- 3 **Workers, unite the world.**
- 4 **Industrialise the nation,
Nationalise the labour
Labourize the industry**

During war with Pakistan, BMS unions suspended their demands and engaged themselves in repairing runways and donating blood for army men.

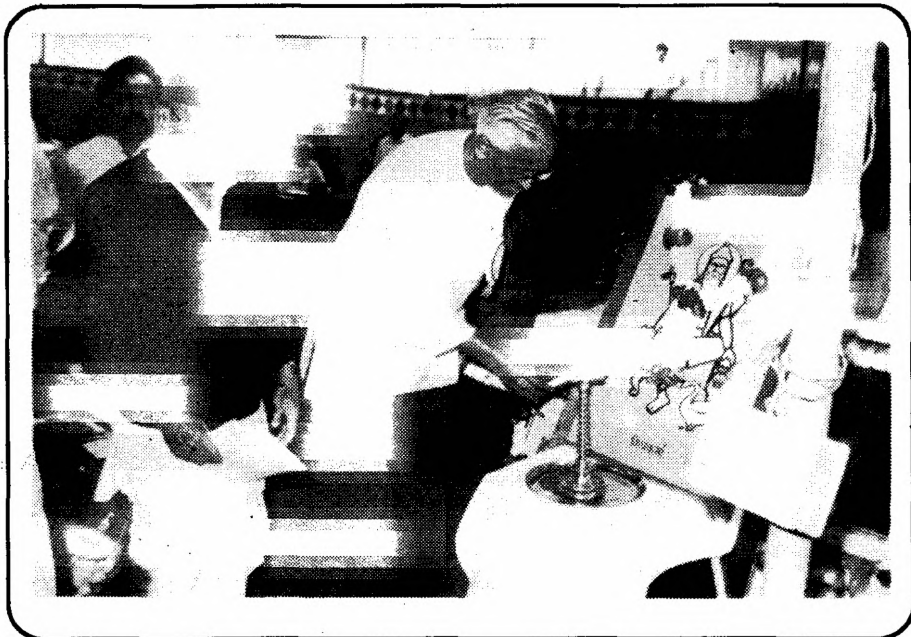
No compromise on concepts; leaving its stamp on the deliberations of joint campaign committee and joint actions



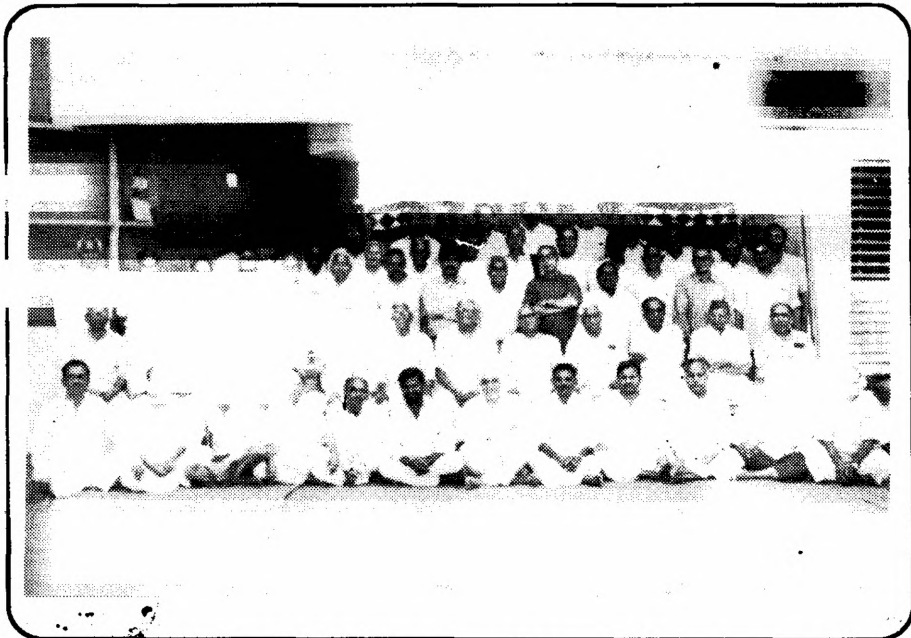
*Shri Keshavbhai Thakkar,
President Gujarat Pradesh BMS Welcomes*



Delegates in session



*Lighting the Lamp by Shri Ramanbhai Shah
Behind him Shri Rambhau Joshi, President*



*New National Executive Committee
1991 - 1993*